

Chief, Administrative Staff, ORR

8 May 1958

Chief, Economic Research Area

Suggestions for Enhancing the Meaning of Career Service

1. As you requested, we have rounded up a series of comments from the divisions on the subject of enhancing membership in the career staff.

2. In reviewing these comments, I am struck by the number of tangible benefits which are already being provided to members of the career staff but that most personnel are unaware of these benefits. In the actions of the Career Service Board and the day to day administrative actions of this office, it seems to me that the following benefits have already been conferred:

- a. priority eligibility for external training.
- b. priority eligibility for overseas posts.
- c. additional consideration particularly to desirable TDY orientation tours.
- d. Greater job security.

3. It is suggested that an office notice be issued pointing out the already existing benefits of membership in the career staff stated in para. 2 and any others which now exist which I have overlooked.

4. We recommend that consideration be given to the following measures which would further enhance the meaning of career service:

a. as recommended by our panel of consultants, in their report of 15 April 1958, members of the career staff who are research personnel could be given sabbatical leaves permitting them to work or study on the outside, to gain new perspectives, to re-establish professional contacts and to publish.


b. consideration of increased compensation such as an in-grade step increase upon acceptance of membership in the career staff.

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c. the possibility of extra retirement benefits for all personnel. The granting of extra retirement benefits for those personnel who serve overseas, rather than to all personnel, would be looked upon as discriminatory for DD/I overseas slots are available to only a few and in all cases are looked upon as "plums."

5. Finally, there is a general feeling that standards for acceptance into the career staff are too low. Unless a supervisor is prepared to request separation for an individual employee, all candidates for the career staff must be recommended for acceptance under present procedures. It is suggested that performance standards for members of the career staff be raised, so that if not continually met, an individual could be selected out of the career staff without necessarily being recommended for separation from the agency.

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